

DDA Registry

File PERSONNEL-17

4. Retirement Planning - FBI

With the prior approval of DD/Pers/SP, C/RAD responded to a call from Mr. Robert Quigley, Director of the Assessment Center at The FBI Academy. Mr. Quigley desperately needs guidance in setting up a retirement planning program. He went to the AARP who in turn told him CIA had a good program already in operation and suggested that he call me.

Mr. Quigley's problem came about this way - A recent public law established age 55 as mandatory retirement age for all Federal investigators, effective 1 January 1978. The Director of the FBI, Mr. Kelley, has stated that there will be no exceptions to this age in the FBI. Consequently from 1 January 1978 to 1 March 1979, a total of 1,200 FBI agents will attain mandatory age (out of a total of 8,500).

In order to prepare these agents for retirement, Mr. Quigley needs to set up a system in a hurry. He admitted that the program he sets up will also attempt to overcome resentment and anger on the part of those agents who had not prepared to leave at age 55.

Quigley says that it is embarrassing to admit that the FBI has done nothing in preparing agents for retirement. Now he sees the need to gear up to handle the problems of handling the 1,200 and also to set up a system for continued use in the future.

C/RAD gave Quigley a brief description of what CIA does for its employees. Mr. Quigley said he was "flabbergasted" to learn what we are doing; he said he also learned that the Secret Service is "miles ahead" of the FBI in this regard; and he said (again) that the FBI's record in this matter is "embarrassing." He said he would digest what he learned from CIA and the Secret Service and said he would probably invite me down to the Academy sometime early in January.

Mr. Quigley related that he "backed into" the assignment to set up a system of retirement preparation in this way. Director Kelley, knowing that 1,200 agents will retire in about 14 months (after 1 January 1978) gave Quigley the task of identifying agents in the age bracket 34-38 who have the potential to move up as managers and supervisors. He said that he drew a lot of resentment from the older hands who became aware of what he was doing (planning to replace them), even to the extent of receiving hate mail and being subjected

once to actual physical assault. He said that many of those approaching age 55 believe the FBI can't get along without them. When the attitudes of these agents were thus revealed, Mr. Kelley decided to prepare them for retirement and gave Mr. Quigley the task.

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